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AUTHOR Melis, Africa
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ABSTRACT

This document provides a summary of the proceedings of a conference on business start-ups and creation in the 12 member states of the European Community (EC). Section I discusses the current relevance of the issue. Major topics are the explosion of interest in business creation as a means of creating more stable employment and political concern with small and medium-sized enterprises in the last decade. Section II focuses on recent research objectives, in particular the part played by training for business starters. Section III sets forth two conference objectives: dissemination of information on various approaches to new business support adopted by the 12 EC countries and comparison with counterparts from Eastern European countries. Section IV summarizes papers produced by each rapporteur during these round tables: "Who Are the Starters?"; "The Starters, What Makes Them Successful?"; "To Train or Not to Train?"; "The Current Position of Business Starters in the Countries of Eastern Europe"; and "Risks, Trends, and Needs." A conclusion discusses key points raised during the conference. They are categorized as follows: (1) accurate and reliable statistics; (2) ensuring that information reaches its target audience, coordination of the efforts deployed; (3) systematic evaluation of the effects of support schemes; (4) defining the right training provision; and (5) continuing the research. A list of the reports upon which the summary is based is appended. (YLB)

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Responsible editors:
Ernst Piehl, Director
Corrado Politi, Deputy Director
Enrique Retuerto de la Torre, Deputy Directo

Author:
Africa Melis

CEDEFOP - Centre européen pour le développement de la formation professionnelle, Maison Jean Monnet, Bundesallee 22, D-1000 Berlin 15, tél. (0 30) 88 41 20. Publication non périodique éditée en ES, DE, EN, FR et IT. CEDEFOP flash informe sur les résultats des travaux récents du Centre. Réalisation technique: Bernd Möhlmann, Graphique: Rudolf J. Schmitt, Berlin

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European Conference: "Training for start-ups: Existing programmes and policies in the twelve Member States of the EC"
(Madrid, 24-25 October 1991)

ORGANIZATION AND PARTICIPANTS

1. The Conference was organized jointly by the Department of Education of the Madrid Regional Government and CEDEFOP, with the collaboration of the Commission's Task Force: Human Resources, Education, Training and Youth (TFHR).

It was opened by Mr Ramon Caravaca, Deputy Minister of Education in the Madrid Regional Government. Participants representing the European Commission were Ms Eleni Spachis (TFHR), Ms Hella Gerth-Wellman (DG23) and Ms Helen Weber (DG23, Euro-Info Centres). CEDEFOP was represented by Corrado Politi and Africa Melis.

2. The 150 Spanish and foreign participants included experts, researchers and academics representing organizations and institutions which play a significant part in assisting business start-ups in various European countries.

3. CEDEFOP's Management Board took an active part in the Conference, with participation by representatives of trade unions (Mr F. Jarvis, Britain), employers' organizations (Mr A. de Vadder, FEDIS, Belgium) and government (Mr Pedro Acevillo, INEM, Spain; Mr Gerry Pyke, FAS, Ireland; Mr J. Tagliaferri, Ministry of Education, Luxembourg). In particular, Mr Muller (President of the Luxembourg Chamber of Commerce and Industry) and Mr Brumhard (Director of the German Industrial Federation for Vocational Training) set out their viewpoints in Round Table 5.

4. Eastern Europe was represented by Professor L. Karnakov (Director of the Leningrad Centre of Studies for the Development of Small Businesses), Professor Anderson (Leningrad University), Professor Drabes (Prague), and researchers Peter Schuh and Jürgen Allesch (experts in aid programmes for the former East Germany).

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5. The researchers responsible for the studies in each of the twelve Member States and the overall coordinator and author of the synthesis report, Mr Henri Le Marois (ESPACE, France) presented the results of the various round tables. Sadly missed was the German researcher Ms Lu Haas, one of whose last pieces of work was the excellent report on West Germany which was distributed at the Conference and is to be published, along with the other reports, in the near future.

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I. CURRENT RELEVANCE OF THE ISSUE

1.1. Explosion of interest in business creation: transformation of the social image of business and businesspeople

1. Recent decades have brought a major change in the social image of business and businesspeople. The recession of the second half of the 1970s and the economic restructuring which marked that period resulted in many jobs being lost in all the countries of the European Community. The fight against unemployment became a priority for all government. To this end employment plans were launched in virtually all Member States with the aim of promoting job creation in existing enterprises, both public and private, employing young people in socially useful activities, public services etc., under programmes funded by public authorities. Such programmes largely failed to create stable employment.

2. At the beginning of the 1980s the establishment of businesses began to be seen as synonymous with the creation of more stable employment. This change of focus was produced by a whole series of interacting factors:

- a change of social values reflected in the dissatisfaction felt by the young (and not so young) with subordinate, repetitive and bureaucratic jobs and the very limited autonomy associated with employee status. The profession of manager and entrepreneur acquired a more attractive image than in the 1970s and private management-training colleges expanded enormously, even in marginal regions.
- The creation of many small, new and flexible businesses in the services sector, notably in the area of "advanced services": services to business, design, publicity, systems engineering etc. Activities associated with leisure and free time also experienced spectacular growth.
- The advent of "new starters" or small businesspeople not belonging to the traditional category of "classical" new entrepreneurs (men aged 30-40 achieving occupational independence through the use of their savings and starting from paid occupation).
- These "new starters" included groups which had not previously been significant (women, the unemployed etc.). At the same time, particularly

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in Central Europe, there have appeared "alternative" entrepreneurs who give priority to their businesses' ideological goals.

3. Nevertheless, the end of the 1980s saw a clear trend towards the greater "professionalization" of business. Starters included many young people with a good level of technical and vocational training seeking to create "competitive" businesses, despite also being interested in approaches involving codetermination or greater worker involvement. Management training and MBA courses became very popular, with the demand for this type of training growing rapidly.

4. The general rise in training and qualification levels was accompanied in the 1980s by the labour market's declining ability to absorb those concerned. There was a real fall in employment in large firms, due in many cases to a deliberate policy of buying in certain services.

- West German figures show a loss of 360 000 jobs in firms with more than 1000 employees over the period 1970-87.
- The businesses established as a consequence of this process take on a new series of risks and moreover are often undercapitalized (with 38% starting with less than DM 10 000). These factors make them more vulnerable and in need of external support.

5. The 1990s, which started with radical social, political and economic changes in all Eastern European countries, have given new importance and urgency to the issue facing us, namely the identification of key elements in policies for enterprise creation. The demand for information, models, methodologies etc. has grown spectacularly.

1.2. Political concern with small and medium-sized enterprises in the last decade.

The new importance of small businesses had led public authorities to react at all levels, taking on responsibility for the launch of programmes aimed specifically at SMEs. There are various reasons for this:

1. SMEs, particularly those employing fewer than 50 workers, are very numerous, accounting for over

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90% of all firms in virtually all Community countries.

2. Self-employment has grown enormously in some countries over the last decade. The last ten years have seen a 33% increase in Britain, for example, where the self-employed now account for 15% of the economically active population, while in Greece 51% of the active population are self-employed.

3. Business start-ups play an undoubted role in making up for lost jobs. In West Germany job growth between 1977 and 1987 was concentrated among small firms: while 650 000 jobs were created in firms with fewer than 20 employees, only 200 000 were created in those with 20-99 employees and only 170 000 in those with over 100 employees.
Between 1970 and 1987 a total of 1.6 million jobs were created in very small firms (5-19 employees).

4. Business starters are helping large firms to achieve significant cost reductions and greater flexibility, at the cost of taking on - with far greater risks and responsibilities - certain stages of production, preliminary tasks and services.
Their flexibility makes them a very positive element in the renewal of the economic fabric, which the state has a primary interest in protecting.
Taking a broad view, business starters both have a virtual part to play in the economy and are extremely vulnerable; they thus constitute a priority concern for government.

II. RESEARCH OBJECTIVES

Despite the importance of the subject, no comparative study had previously been made at Community level of the potential role of training in the context of policies for the support of new businesses.

The studies presented at the Conference were initiated within CEDEFOP at the beginning of 1990 and over the two years have included the following:

a. description of the measures and machinery used in the twelve Community countries to support

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business creation, with a special focus on the unemployed setting up in business (including legislation and other public initiatives);

b. operation of the machinery: analysis of its practical application, channels of information, technical assistance for starters, formalities, selection criteria, the monitoring or evaluation of results, etc.;

c. the part played by employers and unions in developing and launching support schemes:

d. central goal: the evaluation, as far as possible, of the impact of policies aimed at promoting and supporting new businesses.

In particular CEDEFOP took on the job of isolating and analysing the part played by training for business starters, despite the very evident difficulties in the way of any attempt to elucidate the direct and indirect effects of training from among the many factors influencing the success or failure of small businesses.

A noteworthy fact which emerged in the very first stage of the study was the high fatality rate among new businesses. Should we see it as "natural" that 40-50% of firms vanish within three years of their establishment, or does this represent an excessively high rate of "infant mortality"?

In the course of the Conference mention was made of various pilot schemes, already evaluated, in different Community countries which show that the right training (not just "any" type or model) may be a factor which helps to reduce the rate of business failures in he short and medium term.

The complexity of this subject, the ambiguity of the very notion of "failure" and the debate on the effectiveness or otherwise of the measures adopted were the main themes of the Conference.

III CONFERENCE OBJECTIVES

CEDEFOP's purposes in arranging the presentation of the study results at the Conference were as follows:

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1. to disseminate information on the very varied approaches to new-business support adopted by the twelve Community countries, thereby providing policy-makers at national and Community level with ideas and recommendations which may help overcome the difficulties facing:

- researchers seeking reliable information,
- potential business starters wishing to launch their projects,
- particular groups (women entrepreneurs, unemployed starters, etc),
- officials who have to apply measures which may discourage rather than promote new enterprises;

2. to compare notes with counterparts from Eastern European countries, thereby familiarizing ourselves with the problems they currently fact and offering them in exchange useful and timely information in this period of radical change in their economic systems. By participating in the analysis of the measures being implemented in the Community our Eastern European guests were enabled to gather valuable information, in that criticisms of the various schemes were discussed along with their positive aspects.

IV THE ROUND TABLES

The round tables took the form of discussions among the participants, with amply time for conversation after each one.

The papers produced by each of the rapporteurs are summarized below.

Round table 1: Who are the starters?

Participants: H. Le Marois (ESPACE, France), J.M. Prieto (T.E., Spain), A. Birch (Denmark), A. Melis (rapporteur) (CEDEFOP, Berlin), M. Halpern (chairman) (ICOSI, France).

1. Profile of the entrepreneur: transformed since the start of the 1980s, becoming more varied. These days the businessperson may be anyone from a doctor of physics developing computer software to a Vietnamese immigrant opening a small restaurant.
We are now used to the existence of new, non-

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traditional groups: the "alternative" self-employed, young people with different ideals, the increasing numbers of women in business, ethnic minorities in significant numbers, particularly in some countries. Unemployed business starters are a particularly important group, given that in some countries (France) they account for almost a quarter of all the new businesses created every year.

2. Implications for training: what is needed is very diversified training and guidance provision, capable of offering programmes tailored to starters' needs. Such provision needs to include management training, which is currently generally lacking.

3. Psychological characteristics: those most frequently cited include MOTIVATION (desire for independence, self-realization, money ...) and PERSISTENCE or the ABILITY TO ACHIEVE GOALS. CAPACITY FOR TEAMWORK is a particular feature of today's entrepreneurs, reflecting the importance of human-resource management.

4. Training and information: only 10-20% of starters make use of training. While the level of education and training of the population at large generally continues to rise, business starters have normally had NO SPECIFIC TRAINING FOR ENTERPRISE. Has this any relevance to the fact that some 50% of new businesses fold within three years?

5. Enterprise creation is increasingly PROFESSIONALIZED. It is no longer enough to have a good idea coupled with strong motivation, as was characteristic of the 1970s.

6. Women starters continue to face special difficulties. Their problems are well summarized in Lu Haas's report on West Germany. (In fact all the national reports include a chapter on women in business.)

Round table 2: The starters, what makes them successful?

Participants: A. Capinha (FORMEDIA, Portugal), M. Guillaume (Enterprise Group, Belgium), A. Potiriadis (EOMMEX, Greece), A. Thomas (Strathclyde Regional Council, Britain), J. Allesch (rapporteur) (TVA,

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Berlin), T. Atterton (chairman) (Durham University Business School, Britain).

The round table commenced by examining the main issues concerning business starters. It became apparent that in all the countries represented the problems were similar:

- funding start-up,
- the lack of information on a market-oriented commercial strategy,
- the presentation of the commercial idea to private investors and public sponsoring sources.

The second issue concentrated on whether the public projects and initiatives targeted the "right" people for business start-ups.

The participants confirmed there was growing interest in business start-ups: however, there is a need to improve the social image of business starters in many countries and regions as this is an important prerequisite for commercial success. The same also holds true for the social acceptability of business failure.

A new target group for business starters is those individuals with professional experience who between the ages of 35-45 are faced with possible job loss as engineers on account of rationalization in large companies and who are seeking new opportunities through setting up business. In this it is important to differentiate between self-employment in general and the growth-oriented company in particular, for only the latter can create new or additional jobs in the medium and long term.

With regard to public/state support policies it is a matter of initiating integrated policies which can take an organic approach to the start-up of small, medium and large companies as a basis for balanced support policies. The closer involvement of private banks in supporting and promoting business start-up was regarded as a central issue in all endeavours to promote the start-up of growing companies, as the restrictive and extremely conservative stance of the banks represents a major obstacle.

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From the discussion it became apparent that the following factors were deemed essential to ensure the success of economic growth:

- Market-oriented commercial ideas which respond to a real need.
- The ability to secure funding for a commercial idea by convincing private investors and banks of its feasibility.
  This also includes the ability to plan and to monitor success.
- The need for well-informed, trained banking and administrative staff who know how to work with business starters.
- So-called mixed strategies were considered to be particularly successful as in a tutoring approach they combine training, guidance and funding.
- The quality of public and private support through tailor-made support programmes (for example, the Law 44 programme in southern Italy and the German programme for technology-orientated start-up (TOU) are also decisive factors in determining success.
- Greater counselling on commercial markets, on winning customers and on support programmes.
- Cooperation at an early stage with other companies on the basis of the division of labour was also a factor determining success.

The personality and the qualification of the business starter were regarded as the most important factor for success. Here emphasis was placed on the importance of knowledge of and training in entrepreneurial skills.

Round table 3: To train or not to train?

Participants: M. Bannon (Service Industries -Research Centre, Ireland), C Brosius (Chamber of Commerce and Industry, Luxembourg), D, Speroni (Cento Sud, Italy), M. H. Weber (DG23, European Commission), E. Fantuzzi (rapporteur) (IFOA, Italy), H. Le Marois (chairman) (ESPACE, France).

1. The main factor in an enterprise's success is the entrepreneur himself or herself. The question to be addressed is therefore: how can we improve the entrepreneur's skills? In other words, what are the training needs of business starters?
There is a basic distinction to be made between craft starters or small traders and those who establish industrial enterprises. Training needs also depend on

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the level of development of the economic environment. The Italian Law 44, which is intended to support business creation in the south of the country and uses a combination of funding, guidance and training, was cited as an example of a well-planned scheme.

2. Can methods of classification be used to pinpoint the right target groups for training?
It is vital to identify the starter's real motivation. As a basic level we can distinguish objectives of a social nature from those relating to economic growth. The commoner motives include:

- finding work (self-employment)
- working on one's own (for oneself)
- continuing a family business
- achieving success
- developing a technological innovation
- making money (a motivation often omitted from the list).

In any event the classification criteria applied must create groups which are homogeneous, differentiated, numerically significant and manageable.

3. When should training be given?
It must start early. The education provided in schools must include values compatible with the enterprise culture; an interesting Irish experiment was cited in this context. Training must continue after the business has been established; that is when the entrepreneur needs most help.

4. Highly "regulated" training for business starters is normally established as protection for the entrepreneur and the consumer; could it not also be seen as a "protectionist" measure?
Occupations in Luxembourg, Belgium, the Netherlands and Germany are highly regulated, in that the aspiring entrepreneur must comply with various requirements, hold certain qualifications, obtain permission from local authorities or other institutions, etc. Such measures create greater stability in employment but can be criticized as setting up unjustifiable barriers which demotivate starters and serve as "protectionist" measures.

5. Training and guidance: the right combination for starters?
Schemes have been tried under which retired entrepreneurs act as guides and mentors to business

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starters. This raises the question whether training is the only right approach; more research is needed to determine the best combination of training, guidance and "mentorship".
Whatever the approach adopted, training for starters must be concerned above all with solving practical problems. Alternance or part-time training also seems to be an approach which solves the problem in practice with a reasonable probability of success.

6. Good training for business starters certainly includes fairly strict selection/guidance; in many cases what is involved is a self-selection which avoids many failures.

7. What information is available for starters at Community level?
The Commission's network of 211 Euro-Info Centres can offer relatively straightforward access to information, remembering that they have made use of existing natural networks. Their functioning depends in large measure on each of the host institutions into which the Euro-Info Centre is integrated.

Round table 4: The current position of business starters in the countries of Eastern Europe

Participants: L. Karnakov (Institute for Social and Economic Studies, USSR), Mr Anderson (Leningrad University), Mr Drabes (Czechoslovakia), P. Schuh (IQUI, Germany), J. Allesch (TVA, German), S. Ferrari (rapporteur) (ILO, Italy), C. Politi (chairman) (CEDEFOP, Berlin).

After decades of economic planning the countries of Eastern Europe are currently in a process of transition to market economics, and all the governments of the region are making structural reforms involving among other things the liberalization of the economy, the privatization of public enterprises, the promotion of new businesses and the attraction of foreign capital.

The first stage of reform involves changing the rules and conditions governing the operation of businesses, while the second emphasizes the processes of privatization and radical changes in business management, making training for enterprise a priority.

The development of small businesses in Eastern Europe is no easy matter; indeed, the absence of such

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businesses is a characteristic feature of the countries concerned.

The social environment engendered by forty years of economic centralisation does not favour business creation and development: the deadweight of bureaucracy, together with the difficulties in the way of access to financial assistance, form a serious obstacle.

Certain measures would appear to be particularly worthy of consideration: "nurseries for enterprise", centres for business training and training exchanges with the West are all effective options. Their common feature is the priority given to business training.

East Germany is suffering serious unemployment (40%) as a result of the speed of the changeover, and many schemes aimed at promoting business creation have been launched with the idea that they offer a positive alternative to high unemployment. There are, however, many difficulties of a psychological nature facing business starters, who must struggle against the acquired habit of not creating, of not innovating, or simply obeying (see the national report on the former GDR).

In Czechoslovakia, where historically there has been a greater propensity to create and innovate (within the limits set by the system), there is optimism at the great efforts being made to transform the legislative framework with the aim of supporting small businesses. The new laws are scheduled to come into force in 1992.

In Russia the common problems already mentioned are compounded by the immense difficulty of changing the mentality of people who historically have taken a negative view of anyone seeking to enrich themselves by setting up in business.

"Business development centres" and regional governments are introducing important measures aimed at promoting business creation and development. Such measures include the "enterprise zone" established around St Petersburg (formerly Leningrad), a sort of "nursery for business" governing by special legislation intended to offset the burdensome bureaucracy of the Russian legal system and offering entrepreneurs financial and technical assistance,

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thereby reducing risks and increasing the likelihood of success.

Round table 5: Risks, trends and needs

Participants: F. Acevillo (INEM, Spain), J. Orozco (IMPI, Spain), H. Brumhard (German Industrial Foundation), E. Spachis (TFHR, European Commission), H. Gerth-Wellmann (DG23, European Commission), C. Politi (CEDEFOP, Berlin), A. Ihde (rapporteur) (EFMD, Belgium), E. Muller (chairman) (Chamber of Commerce and Industry, Luxembourg).

The information provided by Mr Muller, the chairman, and by the two Commission representatives showed how support programmes for business creation and development were evolving: where in the past the stress was on individual countries, nowadays there was a wider focus on the European Single Market which was generating new parameters and responsibilities in the field of education and training as elsewhere.

A whole series of measures have been launched by the Commission in particular by TFHR and DG23.

1. The TFHR was created in 1989 and is responsible for the Community's vocational training policy which is based on Art. 128 of the Treaty of Rome. All the Community's training programmes and actions are designed to raise the levels of qualifications of the workforce (ERASMUS, COMETT, LUNGUA, EUROTECNET, FORCE, general system of mutual recognition of professional qualifications, "skill needs" Project). Some programmes aim directly to improve industrial competitiveness and support SMEs, whilst others are more concerned with mobility within the Single Market. Thus, the EUROTECNET Programme dating from 1983 through its network of demonstration training projects has formed a focal point in the Member States for research on developing skills and attitudes of SME management and employees for mastering technological change and for creating the conditions for the firm to become "a learning environment".

The COMETT programme, dating from 1987, aims to strengthen university/industry cooperation and create networks of partnerships between them, through which both the initial and continuing training needs of SMEs can be met and monitored. The pooling of further education and training resources on a regional and/or a sectoral basis lies at the heart of this programme

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which counts today 158 industry-university partnerships located both in the Community and in the EFTA countries. For COMETT II the initial budget estimate is 200 MECUs for the period 1990 to 1994.

In 1989 the Council of Ministers approved the LINGUA programme (200 MECUs for the period 1990 to 1994) which aims to enhance the free movement of persons by overcoming language barriers and by extending the linguistic competence of the young people and employees in Europe. One of its actions is centred on foreign languages used in work relations and in the economic life.

In 1990 the FORCE Programme was decided by the Council of Ministers with 24 MECUs focusing on the continuing training needs of the workforce, especially of SMEs. The Programme has the precise objectives of convincing enterprises that they need to invest in continuing training, ensuring that they can design and model their training on up-to-date information and data on the best continuing training available and encouraging more innovation in training management, methodology and equipment. The programme finally aims to help training systems respond to labour market needs and changes by improving Community-wide forecasting of occupational and qualification needs.

Finally, in 1991 the Community has launched the PETRA II programme with a budget of 178 MECUs. The programme will further develop the theme of education and training for enterprise by building on the considerable experience already achieved at Community level through the Community's second transition programme for young people and the PETRA I Programme with its 30 training partnerships concerned with the creation of enterprises by young people. Finally, in 1991 the Commission in its "Memorandum on Vocational Training Policies for the 90s" as well as in its "Memorandum on Distance Education and Training" has underlined the importance of enhancing accessibility to training for the SMEs." (Ms Spachis)

2. In 1986 the Commission established the SME Task Force and launched the Action Programme for SMEs.

- In 1988 the Commission set up DG23, the Directorate General for Enterprise Policy, Distributive Trades, Tourism and Cooperatives.

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- In 1989 DG23 launched a set of experimental training actions designed to prepare SMEs for the Europe of 1993.

3. In 1990 DG23 published the paper "Enterprise policy: a new dimension for SMEs" (COM (90) 528 final), whose primary purpose is to prepare SMEs for the Single Market. The document covers three key areas:
- the business environment,
- promoting business development,
- the development of the external dimension and of cooperation.

Various sections of the document focus especially on the phenomenon of enterprise creation, basically in relation to funding (but, regrettably, not to information and training).

The importance of the right training combined with a counselling infrastructure is brought out in e.g. the German training system, and indeed the death rate among new businesses in Germany is below average.

Businesses' viability is closely related to their "environment" and with the kinds of support available to them (a whole series of funding, training and other measures which need to be coordinated (Mr Brumhard)).

The Spanish representatives present stressed the change of approach in national policy: where in the previous decade the focus had been on dealing with unemployment, basically through subsidy, currently the aim was to offer active placement services. "Among the unemployed are many with the latent energies of potential business starters, and where bureaucracy is a brake on their activities the best aid for enterprise creation is its elimination." (P. Acevillo).

Also emphasized was the need to coordinate all existing endeavours and to improve existing networks.

BY WAY OF CONCLUSION

While they cannot claim the status of official conclusions, we end with a number of key points raised during the Conference.

A. ACCURATE AND RELIABLE STATISTICS

1. "The machinery dedicated to small and medium enterprises in the statistical services of the Member

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States and the Commission is very modest and the quality of information is still clearly inadequate" (Commission, Action Programme, 1986).

2. Within the Community the creation and registration of businesses are subject to widely differing criteria and requirements:
- very liberal criteria exist in e.g. Britain and Ireland, where there are virtually no registration requirements and no restrictions on the opening of businesses:
- very strict criteria exist in France, Netherlands, Germany and Belgium, where it is often necessary to obtain prior permission before starting a business. Many occupations are subject to strict regulation, notably the craft occupations.

3. The statistical picture is normally built up from data provided by widely differing bodies. In the Belgian report, for instance, five bodies are cited: the Commercial Register, the VAT Register, the National Social Security Office, the National Social Security Board for the self-employed, Chambers of Commerce and Industry and the Small Business Institute.

4. For these reasons the available statistics have only approximate and indicative value.

B. ENSURING THAT INFORMATION REACHES ITS TARGET AUDIENCE, COORDINATION OF THE EFFORTS DEPLOYED

1. It is a fact that a wide range of mutually independent bodies (often numerous within each country) operate support programmes for business start-ups, without any clear delineation of spheres of action, coordination of effort or integration of the information supplied.

2. Despite the many initiatives deployed it seems that no more than 10-20% of future starters have access to information on the schemes which could help them.

3. Few countries possess information and support networks for business starters: the functions of the official institutions with which starters are legally required to register often do not include the provision of basic information, still less specialized guidance.

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C. SYSTEMATIC EVALUATION OF THE EFFECTS OF SUPPORT SCHEMES

The evaluations made in the twelve national studies indicate that training for enterprise creation is likely to enhance the entrepreneur's chances of success, compared with those who have not received such training.

1. What kind of training?
Systematic evaluation would give us more detailed data on the effects of support schemes and allow the inclusion of training among the variables studied, allowing us to determine the characteristics of such training (when, how long, what methods etc.).

2. What selection criteria?
Existing studies indicate that public support should be focused with great accuracy on the right target groups; they also bring out the need for the careful selection of participants in training schemes.

D. DEFINING THE RIGHT TRAINING PROVISION

1. Analysing the conditions for effective training: it is important to include in compulsory schooling those elements of information and training which can help bring about a change of mentality.

2. Analysing the effects of regulating training for craft occupations in certain Community countries (distinction between protection and protectionism, discussed by Round Table 3).

3. Focusing and individualizing training, aiming it at specific groups; analysing the different training models needed by different types of business starter.

E. CONTINUING THE RESEARCH

1. The research initiated by CEDEFOP should continue, integrated into Community programmes for the analysis of the training issues raised at the Conference.

2. Steps should be taken towards establishing European machinery for monitoring enterprise creation, in coordination with existing schemes (basically that developed by ANCE in France).

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3. The relevant politicians should ensure that regional development programmes pay special attention to the development of an enterprise culture.

CLOSING CEREMONY

The Conference was closed by Mr Jaime Lissavetzky, Regional Government spokesman and Minister of Education. There then followed a farewell cocktail party given by the Madrid Regional Government in the exhibition hall of the splendid building, the former Maudes Hospital, in which the Conference was held.

ACKNOWLEDGEMENTS

The author wishes to thank Conference participants for the wealth of their contributions and apologizes if not all of them are reflected in this summary. Thanks go particularly to Mr R. Caravaca and Mr C. Jimenez, and to the whole Regional Government team, for the work done to ensure that the Conference proceeded in so pleasant and positive a fashion.

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c. Conference participants' verbal and written contributions.

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